

BEDFORDSHIRE POLICE AND CRIME PANEL
REPORT AND RECOMMENDATIONS TO THE
POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
ON THE APPOINTMENT OF COUNCILLOR TAFHEEN SHARIF
AS DEPUTY POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
DECEMBER 2012

1 EXECUTIVE SUMMARY

- 1.1 This document constitutes the report and recommendations of the Bedfordshire Police and Crime Panel in respect of the proposed appointment of Councillor Tafheen Sharif to the Office of Deputy Police and Crime Commissioner for Bedfordshire and is submitted to the Commissioner in accordance with the requirements of Paragraph 10 of Schedule 1 to the Police Reform and Social Responsibility Act 2011.
- 1.2 The report recommends that Councillor Sharif be appointed as the Deputy Police and Crime Commissioner for Bedfordshire and makes a number of other recommendations which the Panel considers will help strengthen and underpin that role and the support that the role can provide to the Commissioner.
- 1.3 In submitting its report, the Panel would like to thank Councillor Sharif for her attendance at the confirmation hearing on 17 December 2012 and to congratulate her on her appointment.

2 CONFIRMATION HEARING

- 2.1 On 29 November 2012 the Panel's Secretariat received notification of Councillor Tafheen's proposed appointment. By law the Panel is required to hold a confirmation hearing (a meeting of the Panel held in public at which the candidate for appointment is requested to appear for the purpose of answering questions relating to that appointment) in sufficient time to enable it to submit its report and recommendations in respect of the appointment to the Commissioner within 3 weeks of the day on which it received notification.
- 2.2 The confirmation hearing into this appointment was held at 3.00pm on Monday 17 December 2012 at Borough Hall, Bedford. The following Panel Members were present:-

Councillor Fiona Chapman (Panel Chair)
Lay Member, Paul Cain
Councillor Alison Field Foster

Councillor Alison Graham
Mayor Dave Hodgson
Councillor Peter Hollick
Councillor Rajah Saleem
Councillor Brian Spurr
Councillor Roxanna Whittaker

Officers of the Panel's Host Authority (Bedford Borough Council) were also present.

- 2.3 Members of the Panel questioned Councillor Sharif in relation to her proposed appointment and, having considered Councillor Sharif's responses to their questions and other information supplied to the Panel by the Commissioner in accordance with the requirements of Schedule 1 of the Police Reform and Social Responsibility Act 2011, agreed unanimously that Commissioner Martins should be recommended to proceed with Councillor Sharif's appointment and also to make a number of supporting recommendations (set out in Section 3 of the report below) to the Commissioner which the Panel considers will assist in clarifying the role which the Deputy Police and Crime Commissioner will undertake and strengthen the support which the post will provide to the Commissioner.

3 RECOMMENDATIONS

- 3.1 **That Commissioner Martins be recommended to proceed with the appointment of Councillor Tafheen Sharif to the post of Deputy Police and Crime Commissioner for Bedfordshire.**
- 3.2 **That, given the importance of the role of the Deputy Commissioner in supporting the Commissioner, the need for clarity about the division of responsibilities between the Commissioner and the Deputy Commissioner and about the particular areas of work for which Councillor Sharif will be responsible, a job description should be agreed for the post of Deputy Police and Crime Commissioner which clarifies those responsibilities and the post's relationship to the Commissioner and that a copy of the job description should be provided to the Panel once this has been agreed.**
- 3.3 **That, recognising that the role of Deputy Police and Crime Commissioner is a new one, a comprehensive induction and training programme be provided for the postholder to further strengthen her knowledge and understanding of issues relating to the whole Force area such as crime and community safety issues in the wider Force area (both urban and rural), the role of Special Constables and Police and Community Support Officers, and the collaboration agenda.**

- 3.4 That, as the postholder will be a member of the Commissioner's paid staff, a performance management framework be put in place for the role.**
- 3.5 That, recognising from the information provided that Councillor Sharif will need to balance this role with her other commitments, and that the nature of the Deputy Police and Crime Commissioner's role will inevitably require her to work outside normal office hours, arrangements be put in place to enable her to account for the time spent working in this role against the requirement for a 4 day working week (as set out in the Commissioner's report to the Panel on the proposed appointment).**

4 REPORT PUBLICATION ARRANGEMENTS

- 4.1 The Police Reform and Social Responsibility Act 2011 requires the Panel to publish this report in such manner as the Panel determines.
- 4.2 The Panel wishes to allow the Commissioner time to receive and consider this report, discuss its recommendations with Councillor Sharif and consider the response he wishes to make to the report, before it is published. This reflects the guidance on confirmation hearings provided by the Local Government Association, which envisages a time lapse between a hearing and the release of information about the Panel's recommendations.
- 4.3 In recognition of this, the Panel will not publish this report or provide any comment on the outcome of the hearing until 12.00 noon on Friday 21 December 2012 following which a press release will be issued and the report will be published on the Panel's webpages at:

<http://www.bedford.gov.uk/bedspcp>

Fiona Chapman MBE
Chair, Bedfordshire Police
and Crime Panel

Philip Simpkins
Clerk, Bedfordshire Police
and Crime Panel

(fw0739)